

Sustainability Policy

The Hunter H2O 2025 Strategy for an agile and sustainable Hunter H2O is supported by our four strategic pillars: Being Customer Connected; Compelling Employee Experience; Our Market Edge and Sustainable and Agile. These pillars map out our transition to a customer connected, more agile and sustainable organisation. Through our strategy execution Hunter H2O is committed to continually reviewing and improving sustainability practices.

We recognise the importance of the United Nations Sustainable Development Goals and strive to meet the intent in whatever way we can.

Our Purpose is:

Together we create the right water solutions to improve lives and support sustainable and healthy communities.

We recognise that climate change is a significant challenge to achieving sustainable economic, social and environmental development in the water industry and this belief is reflected in our core business activities.

Our Policy

Hunter H2O's sustainability policy is to:

- Manage our activities in accordance with ISO14001 Environmental Management Systems and be proactive about managing climate change risks;
- Promote a strong focus on energy efficiency and improved resource use in designs including keeping abreast of sustainability frameworks (such as ISCA) to guide design decisions and ensure sustainable outcomes for our clients and their communities;
- Minimise our direct environmental footprint and maximise value through responsible use of resources and management of waste;
- Recognise the United Nations Sustainable Development Goals and their relevance to the work we do in the many communities that we serve, particularly Goal 6: Clean water and sanitation.
- Support the objectives of the Modern Slavery Bill 2018 (Commonwealth) and Modern Slavery Act 2018 (NSW).
- Promote inclusiveness and diversity in our workplace including gender equality as espoused in UN Sustainable Development Goal 5.

Our Commitment

Hunter H2O's commitment to the sustainability policy is to:

- Incorporate environmental assessments (including Review of Environmental Factors) in designs to realise social and economic benefits of projects to the community while considering long term impacts;
- Foster a culture of participation in stakeholder/ community consultation to improve social impacts of projects on society and encourages engagement and active involvement;
- Achieve economic sustainability through optimising design solutions to achieve lowest life cycle cost to guide decision making;
- Consider long term requirements when establishing parameters for future design / planning studies;
- Apply Safety in Design, HACCP (Hazard Analysis and Critical Control Points) and HAZOP (Hazard and Operability Study) principles to improve social welfare of constructors and operators, improve product quality and minimise any impacts on customers or the environment;
- Engage in sustainable procurement practices based on sustainability frameworks (such as ISCA) to guide the use of sustainable materials and products in our business and on projects we are working on;
- Ensure that the work that we deliver and procure is through fair and ethical employment practices;
- Review and maintain environmental aspect and legislation registers to proactively manage environmental risk;
- Minimise waste and its impact to the environment and reduce resource consumption;
- Invest in research and development to contribute to more sustainable water cycle management for communities we work in.
- Comply with relevant laws related to human rights and modern slavery in respect to our employees, our customers and our business operations. This also supports meeting the intent of Sustainable Development Goal 8 that focuses on productive employment and decent work for all through eradicating forced labour.



Brian Gatfield
Chairman



Peter Dennis
Chief Executive Officer

Approved 18 April 2019

